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Regional And Village Corporation Employment Profile

Social and Economic Studies



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SPECIAL REPORT

**REGIONAL AND VILLAGE CORPORATION
EMPLOYMENT PROFILES**

Submitted to
Minerals Management Service
U.S. Department of the Interior

by

Kevin Waring Associates

In association with

Gillian Smythe & Associates

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I. INTRODUCTION

As part of this project, six regional ANCSA corporations, five regional non-profit Native corporations and ten village ANCSA corporations were contacted by mail and telephone in order to obtain information relating to the people which they employed. Each corporation was asked to list the number of employees by race and sex for the parent company and any subsidiaries. They were also asked to provide information on the number of shareholders and the approximate proportion of shareholders who now lived either in the region or community in question. Where possible, the same corporations were asked to provide copies of their most recent annual reports.

The responses to this information request were mixed. Although individual corporations were generally responsive, the level of information which they provided was uneven.

The activities of some of the regional ANCSA corporations are highly diversified, involving a number of wholly or partially owned subsidiaries, plus joint venture arrangements. Often, the parent company either does not possess the type of information requested for its subsidiaries or is unable to retrieve it easily. This is particularly true for joint venture agreements or companies over which the parent company has little direct control.

Except for Calista, general information on the activities of the regional ANCSA corporations is available from annual reports. (Calista also issues annual reports but recently decided to make them available only to shareholders). In addition, all six regional ANCSA corporations covered by this report maintain offices in Anchorage. When possible, personal meetings with corporation and subsidiary company personnel proved to be the most productive means of obtaining the desired information.

In general, the regional non-profit corporations were able to provide the information requested in a consistent format, i.e. employment by race and sex. These corporations function as quasi-government agencies and their head offices are normally staffed by full-time employees. (This is less true of field personnel). Information on the activities in which the regional non-profits are involved is usually, although not always, available in annual reports. However, while information on the regional non-profits is fairly generally available, the comparability of the data, especially when disaggregated by race and sex, can be misleading because of differences in the scale of the various corporations and the programs for which they have assumed responsibility. For example, in the NANA region, Maniilaq is responsible for the delivery of a wide range of hospital, community health, social and regional services programs. However, the Village Public Safety Officer program in this region is contracted to Maniilaq Manpower, Inc. A breakdown of Maniilaq's employment by race and sex indicates that this organization is a major employer of Native females. By contrast, another regional non-profit, AVCP, employs a high proportion of Native males, primarily because it runs the Village Public Safety

Officer program and is not responsible for hospital or health care programs. Thus, any conclusions about the types of people which the non-profits employ need to be drawn with care.

The village ANCSA corporations usually have a simpler corporate structure than do the regional ANCSA corporations. However, because these corporations are village-based and because this project included no fieldwork, it was often difficult to elicit meaningful data. In particular, it proved to be extremely difficult to obtain accurate information on average or year-round employment and details as to corporate structure. Complicating this task is the fact that, except for Sitnasuak (Nome), none of the village corporations covered by this study issue annual reports for general release.

II. NORTH SLOPE REGION

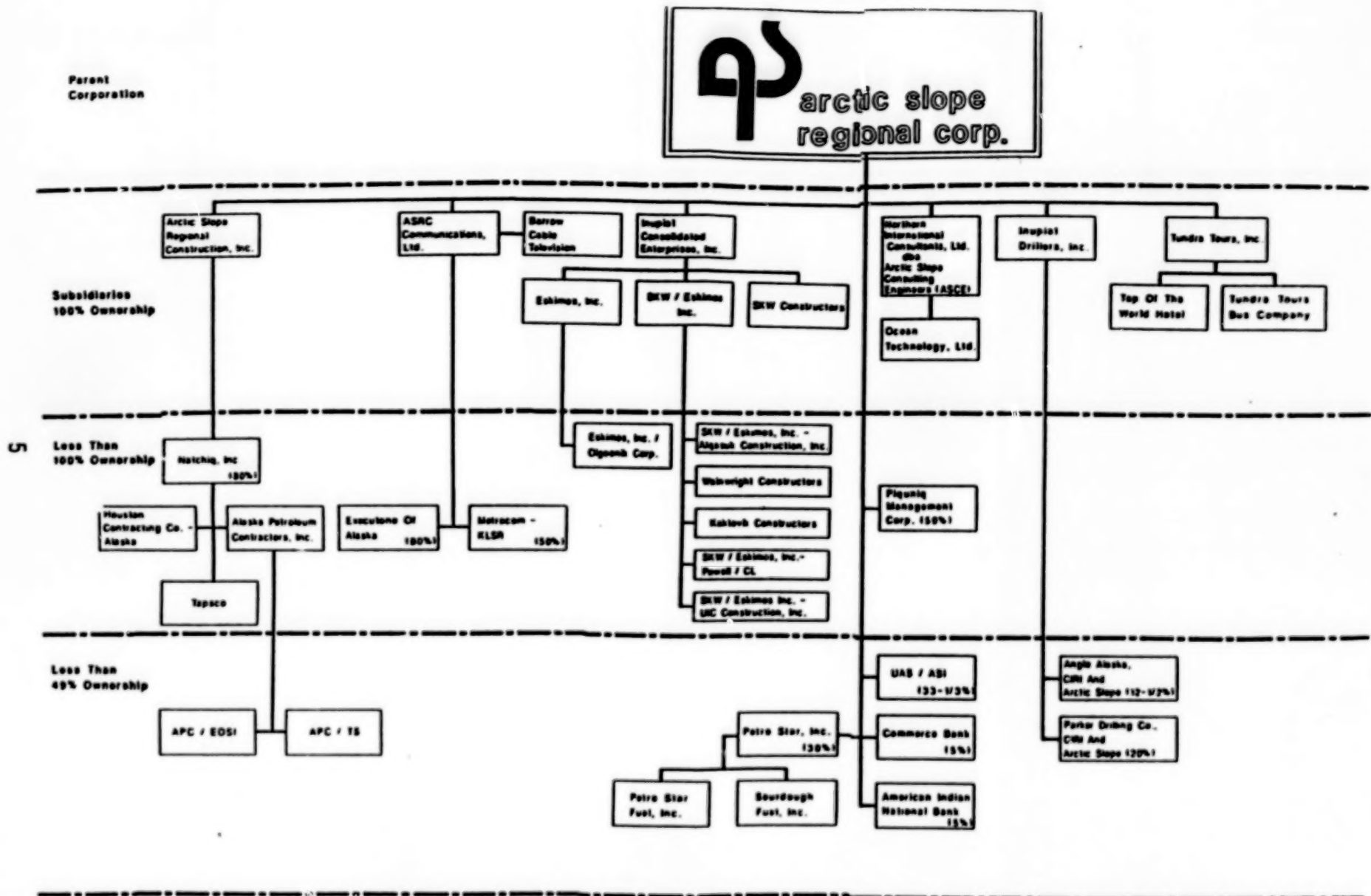
In the North Slope region, the activities of the Arctic Slope Regional Corporation and two village corporations, Ukpeagvik Inupiat Corporation (UIC) and the Olgoonik Corporation, were examined. No examination of regional social services organizations was undertaken as most functions provided by regional non-profit corporations in the other regions have been assumed by the North Slope Borough.

A. ARCTIC SLOPE REGIONAL CORPORATION

The Arctic Slope Regional Corporation is headquartered in Barrow but also maintains a small office in Anchorage. The Corporation currently has approximately 3,700 shareholders. There are eight Native village corporations located within the Arctic Slope Regional Corporation region.

The Arctic Slope Regional Corporation is a highly diversified company with a large number of wholly owned and partially owned corporate subsidiaries, plus joint venture arrangements (see Figure 1). It has six major subsidiaries which oversee the operations of its wholly and partially owned companies and joint ventures. In addition, the parent company is directly involved, with other North Slope corporations, in the Piquiniq Management Corporation and, to a lesser extent, in a number of other banking and petroleum-related enterprises.

FIGURE 1: CORPORATE STRUCTURE, ARCTIC SLOPE REGIONAL CORPORATION



Arctic Slope Regional Corporation

Corporate Structure

June, 1989

BEST COPY AVAILABLE

For this project, employment figures for the Arctic Slope Regional Corporation's Anchorage office, for Arctic Slope Consulting Engineers, SKW/Eskimos Inc. and for Natchiq Inc. and its subsidiaries were obtained as a result of personal interviews with representatives of each company. Employment information for other ASRC subsidiaries was solicited by mail and by telephone. Nevertheless, gaps in the data exist, including information on the parent corporation in Barrow and on Eskimos, Inc.'s operations. Both of these companies are important employers of Inupiat within the North Slope region. No attempt was made to obtain employment information for companies in which the Arctic Slope Regional Corporation holds a less than 50 percent interest. In addition, employment data was not sought from communications companies based outside the North Slope region which are partially owned by the regional corporation.

The six primary subsidiary companies which oversee the diverse operations of the Arctic Slope Regional Corporation are as follows:

Inupiat Consolidated Enterprises. This is a holding company subsidiary which holds all of the stock in Eskimos, Inc., SKW/Eskimos, Inc., and SKW/Constructors, Inc. Eskimos, Inc. is based in Barrow and is chiefly involved in bulk and retail fuel sales; automotive and truck parts, hardware and welding gases and supplies; operation of the Barrow gravel pit; and the design and construction of modular homes. SKW Constructors, Inc. works primarily on heavy industrial projects in the Anchorage area but is currently inactive. SKW/Eskimos, Inc. provides construction services, within the North Slope region, often in partnership with North Slope village corporations.

Arctic Slope Regional Construction, Inc. This company oversees the activities of Natchiq, Inc. in which the Arctic Slope Regional Corporation has an 80 percent share. Natchiq, Inc. is a holding company which holds all of the stock in Houston Contracting Company-Alaska, Ltd., Alaska Petroleum Contractors, Inc. and Tapsco. Houston Contracting Company-Alaska, Ltd. is a union contractor involved in oilfield construction and servicing activities in the Prudhoe Bay area, while Alaska Petroleum Contractors, Inc. is a non-union contractor which is also involved in oilfield construction services (primarily maintenance-related) in the Prudhoe Bay area. Both of these companies are headquartered in Anchorage. Tapsco is a small oilfield service company which operates a machine shop in Nikiski. Two companies in which the Arctic Slope Regional Corporation has a less than 50 percent share but which are under the umbrella of Alaska Petroleum Contractors are APC/EOSI (Eskimos Oilfield Services, Inc.), which is involved in the Endicott oilfield project, and APC/TS which is a small modular prefabricated building company with plants in Wasilla and the State of Washington.

Arctic Slope Consulting Engineers is a company providing professional engineering and project/construction management services, both within the North Slope region and elsewhere in the State. The company has offices in Barrow, Fairbanks and Soldotna as well as its main office in Anchorage.

ASRC Communications, Ltd. operates the Barrow cable TV system and has also expanded its activities into other areas. These include Executone of Alaska, a long distance telephone company which also

sells and leases telephone, intercom, paging and sound systems, and Metrocom - KLSR.

Tundra Tours, Inc. operates the Top of the World Hotel in Barrow and is involved in the promotion of local tourist attractions. In addition, the Tundra Tours Bus Company provides school bus services under contract to the Matanuska-Susitna Borough School District.

Inupiat Drillers, Inc. oversees the joint venture petroleum drilling activities in which the Arctic Slope Regional Corporation is involved. These include agreements with established drilling companies such as Parker Drilling and Anglo America and which also include Cook Inlet Region, Inc. (CIRI).

The figures contained in Tables 1 and 2 convey some idea of the race and gender of employment of the Arctic Slope Regional Corporation and its subsidiaries. Aside from noteworthy gaps in the data, there are difficulties in allocating employment by race and sex for companies involved in construction and oilfield services which do not maintain a consistent year-round workforce. Thus, data for subsidiaries of Arctic Slope Regional Construction represent total employment for 1988 through August 1 of that year. Similarly, data for SKW/Eskimos Inc. contained in Table 2 refers to total employment for that company and its partnership operations for 1987. SKW/Eskimos Inc. indicated that approximately 70 percent of its employees were males, although this proportion can change depending on the particular projects in which it is involved.

TABLE 1

1988 EMPLOYMENT
ARCTIC SLOPE REGIONAL CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Male	Native Female	Non-Native Male	Non-Native Female	
Arctic Slope Reg. Corp.	Barrow	*	*	*	*	*
Arctic Slope Reg. Corp.	Anchorage	0	1	1	0	2
Arctic Slope Reg. Constr. Natchiq, Inc.	Anchorage	(3	(2	(76	(13	(94
	Prudhoe B.	(	(	(	(	(
Houston Contracting	Prudhoe B.	44	1	260	11	316
Alaska Pet. Contr.	Prudhoe B.	48	13	690	55	806
ThermaSave/APC	Prudhoe B.	0	0	28	3	31
Tapsco	Kenai	0	0	24	3	27
ASRC Communications						
Barrow Cable TV	Barrow	2	1	1	1	5
Executone of Alaska	Anchorage	*	*	*	*	*
Metrocom - KLSR		*	*	*	*	*
Inupiat Consol. Ent.						
Eskimos Inc.	Barrow	*	*	*	*	*
SKW/Eskimos Inc.	Various	**	**	**	**	**
SKW Constructors	Anchorage	0	0	0	0	0
Piquiniq Management Corp.		*	*	*	*	*
Arctic Slope Cons. Eng.	Barrow	1	1	3	0	5
	Anchorage	2	2	39	7	50
	Fairbanks	0	0	9	3	12
	Soldotna	0	0	3	0	3
Inupiat Drillers		*	*	*	*	*
Tundra Tours Inc.						
Top of the World Hotel	Barrow	0	2	2	1	5
Tundra Tours Bus Co.	Palmer	1	1	49	49	100

* Employment figures not provided.

** See Table 2.

Source: Arctic Slope Regional Corporation and subsidiaries.

TABLE 2

BUSINESS ACTIVITY AND EMPLOYMENT
SKW/ESKIMOS, INC. AND PARTNERSHIPS
1987

<u>Village</u>	<u>1987 Work Volume</u>	<u>Total Employees</u>	<u>Local Hire</u>	<u>%</u>	<u>Native Hire</u>	<u>%</u>	<u>Local Wages</u>	<u>Local * Purchasing</u>
Atqasuk	\$ 4,860,946	83	68	80%	66	80%	\$ 229,535	\$ 111,687
Barrow	10,596,631	120	72	60%	61	51%	1,429,677	2,003,933
Kaktovik	3,372,064	79	50	63%	48	61%	274,375	166,479
Nuiqsut	559,501	16	13	81%	13	81%	45,908	8,691
Point Hope	3,580,865	29	23	79%	23	79%	127,901	123,976
Wainwright	1,159,719	38	34	89%	33	87%	60,553	89,540
<u>TOTAL</u>	<u>\$24,129,726</u>	<u>365</u>	<u>260</u>	<u>71%</u>	<u>244</u>	<u>67%</u>	<u>\$2,167,949</u>	<u>\$2,504,306</u>

* Does not include local purchasing by Subcontractors.

Note: SKW/Eskimos Inc. operates and manages construction projects in all North Slope Borough villages. In addition to its own work, it has combined forces with the following village corporations:

- UIC Construction, a subsidiary of Ukpeagvik Inupiat Corporation; SKW/Eskimos, Inc. is a 50% joint venturer for work in and around Barrow; 1987 work included the Barrow utilidor and gas field projects, and completion of the Atqasuk water and sewer contract.
- Atqasuk Construction Inc., a subsidiary of Atqasuk Corporation; SKW/Eskimos, Inc. is the minority member in this partnership which recently completed a major remodeling of the Atqasuk community center.
- Kaktovik Constructors. SKW/Eskimos, Inc. is the minority member in this partnership, designed for work in and around Barter Island. Current work includes Kaktovik's sewage separator project, as well as occasional casual oil field support work.
- Wainwright Constructors. SKW/Eskimos, Inc. is the minority member in this partnership with the Olgoonik Corporation. The partnership will complete Wainwright's new water tanks this summer (1988), and was recently awarded the village generator replacement project.
- Kuukpiik Construction Corporation, a subsidiary of Kuukpiik Corporation. SKW/Eskimos, Inc. shares equally in this partnership, created for work in and around the village of Nuiqsut. There is currently no work being performed by the partnership.

Source: SKW/Eskimos, Inc., February 1988.

Although the data for the Arctic Slope Regional Corporation are incomplete, it is apparent that this company has become increasingly complex as its interests have become more diversified. Furthermore, despite data deficiencies, it is apparent that this corporation has maintained an important presence in the North Slope region, in Barrow and the villages, as well as in the Prudhoe Bay area. In this respect, it more closely resembles the operations of NANA than the other regional corporations examined as part of this project.

B. UKPEAGVIK INUPIAT CORPORATION

The Ukpeagvik Inupiat Corporation (UIC) is the ANCSA village corporation for Barrow. It is headquartered in that community and, according to its president, currently has about 2,447 shareholders. He estimated that close to 65 percent of all shareholders lived in Barrow.

In addition to the parent corporation, UIC presently has four subsidiary companies. These are UIC Construction, Inc., Umialik Insurance Company, Bowhead Transportation Inc. and Barrow Technical Services. The corporation is also involved in several joint ventures although it is reportedly phasing out of this type of business.

UIC maintains records of shareholder hire but does not have that information broken down by gender. As of September 1988, UIC indicated it had a total of 185 employees, 94 (or 51 percent) of whom were shareholders. It should be noted that not all of these employees are full-time or

permanent. In particular, employment in construction varies significantly from month to month (in July 1988 UIC Construction reported a total of 91 employees versus 118 in September), depending on the number and type of projects in which it is involved. Similarly, some of the employment with the parent corporation itself is seasonal. Nevertheless, despite these inconsistencies in the data, it is apparent that UIC is a significant employer in the Barrow area.

The following employment information was provided by UIC and its subsidiary companies:

TABLE 3
1988 EMPLOYMENT
UKPEAGVIK INUPIAT CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
UIC	Barrow		31		23	54
UIC Construction	Barrow		47*		14*	61*
UIC Construction	Anchorage		8*		22*	30*
Umialik Insurance Co.	Anchorage	0	0	3	5	8
Bowhead Transportation	Barrow	1**	0	1**	0	2**
Bowhead Transportation	Seattle	0	0	2	1	3
Barrow Technical Svces	Barrow		***		***	***
<u>TOTAL</u>			<u>87</u>		<u>71</u>	<u>158</u>

* Employment as of July 1988. Total employment of UIC Construction in September 1988 was reported to be 118, 53 percent of whom were shareholders.

** Seasonal employment (4 to 5 months).

*** Barrow Technical Services is operated by directors who are also UIC employees.

Source: Ukpeagvik Inupiat Corporation and subsidiaries.

These data reveal that UIC is unlike most other ANCSA village corporations examined as part of this project in several respects. The corporation (including its subsidiaries) has a large number of employees, it employs a relatively high proportion of non-Natives, and it has significant involvement outside the immediate Barrow area.

C. OLGOONIK CORPORATION

The Olgoonik Corporation is headquartered in Wainwright and is the ANCSA village corporation for that community. According to corporate spokesmen, Olgoonik has approximately 367 shareholders of whom close to two-thirds are estimated to live in Wainwright.

Aside from its administrative offices, the activities in which the Olgoonik Corporation is currently involved include a hotel/restaurant, a village store, a fuel joint venture (with Eskimos, Inc.) and a construction company. Employment in construction varies significantly according to the level of activity, while that associated with the hotel/restaurant also varies for the same reasons. Moreover, both of these activities are associated with high rates of personnel turnover, so that figures relating to composition of employment by race and sex do not necessarily hold true year-round or even from week to week. For example, the employment figures provided by Olgoonik Corporation cited below as of June 1988 list only one non-Native female employed. In September 1988, however, three non-Native females were said to be employed in the corporation's hotel/restaurant operations.

According to Olgoonik spokesmen, the corporation's administrative offices employed 4 (1 male and 3 females) full-time persons in September 1988, all of them Alaska Natives. As of the same date, the corporation's store employed 1 full-time Alaska Native female (plus an occasional part-time person) and the fuel joint venture employed 3 Alaska Native males. The hotel/restaurant employed 7 Alaska Native females and 1 Alaska Native male, plus 3 non-Native females and 1 non-Native male. It is assumed that the remaining employees listed by Olgoonik in June 1988 were involved in construction activities or in temporary jobs associated with the hotel/restaurant.

TABLE 4

1988 EMPLOYMENT
OLGOONIK CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Olgoonik Corporation	Wainwright	27	25	3	1	56

Source: Olgoonik Corporation.

III. NANA REGION

In this region, the NANA Regional Corporation, the Kikiktagruk Inupiat Corporation and the Maniilaq Association were examined as a means of determining the importance of those Native organizations as employers.

Partly because there is only one independent village corporation in the NANA region (the Kikiktagruk Inupiat Corporation based in Kotzebue), NANA is a particularly strong regional force. On the other hand, because it must represent village as well as regional interests, it is probably under greater pressure to involve itself at the local level than are most other regional ANCSA corporations. Outside the region, NANA and its subsidiaries are heavily involved in the North Slope and Anchorage areas.

The Maniilaq Association provides a wider range of health and social service programs to villages in the NANA region, plus Point Hope (in the North Slope Borough), than do some of the other regional non-profit corporations, although U.S. Department of Labor and Village Public Safety Officer programs are provided through a separate organization, Maniilaq Manpower. All employment with the Maniilaq Association is based within the NANA region.

The Kikiktagruk Inupiat Corporation is a relatively large village corporation with most of its investments being in Kotzebue although the corporation does have some involvement in the Anchorage area. In many

respects, its operations are similar to those of the Sitnasuak Corporation, based in Nome.

A. NANA REGIONAL CORPORATION

The NANA Regional Corporation, Inc. is headquartered in Kotzebue but also maintains an office in Anchorage. Currently, NANA has approximately 4,600 shareholders, of whom all but about 500 are said to live in the NANA region. (This proportion of residents seems high when compared with the proportion of Kotzebue shareholders resident in that community). NANA is unique in that 10 villages (i.e. all except for Kotzebue) elected to merge with the regional corporation in 1976 rather than pursuing individual corporate identities.

Under terms of the Alaska Native Claims Settlement Act, as amended, NANA is entitled to receive approximately 1,900,000 acres of surface and subsurface estate, most of it located around the villages in the region, plus another 365,000 acres of subsurface estate only. The primary development project on NANA lands is the Red Dog mine project which the corporation leased to Cominco, Ltd. in 1982. The NANA/Cominco agreement gives Cominco the right to build and operate the mine and to market the metals. NANA is to receive an escalating percentage of royalties, eventually receiving a 50 percent share of the mineral profits. Present plans call for production at the mine to begin in early 1990. At peak production, the mine is expected to produce about 5 percent of the world's zinc supply and provide approximately 360 direct jobs.

In addition to the parent company, NANA has a wholly owned operating subsidiary, NANA Development Corporation, which oversees the various region-based and Anchorage-based companies and joint venture operations in which the company is involved. Region-based businesses include fuel sales distributorships in Ambler, Buckland and Deering; a jade mine and jade processing facility (Jade Mountain Products); real estate rentals (including the Drift Inn which is an office and apartment building, plus the Kotzebue Multi-Purpose Building which houses office space, the jade processing facility and the Museum of the Arctic); a salmon buying business (NANA Seafoods); and an hotel (Nullagvik) in Kotzebue. A major portion of other businesses in which NANA is involved are based in Anchorage but function primarily in the North Slope area. These include Arctic Utilities, Inc., the Arctic Caribou Inn, Purcell Services (North Slope and Anchorage) and NANA Oilfield Services, Inc. (together with its subsidiary, Great Northern Express). In addition, the NANA/Marriott joint venture employs a large number of people in catering and housekeeping services in the Anchorage and North Slope areas and at the Red Dog mine site. NANA-DMTS Services Ltd. provides catering, housekeeping and camp management services for the construction camp associated with port development for the Red Dog mine project.

Aside from the above companies, NANA also owns 50 percent of Sovik, a company which leases vehicles to Standard Alaska Production Company at Prudhoe Bay. It also is a 50 percent owner of NANA-Coates Diamond Drilling, Inc., a mineral exploration drilling company currently active in

TABLE 5

1988 EMPLOYMENT
NANA REGIONAL CORPORATION, SUBSIDIARIES AND JOINT VENTURES

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
NANA Regional Corp.	Kotzebue	4	3	1	0	8
NANA Regional Corp.	Anchorage	0	1*	2	0	3
NANA Regional Corp.	Fairbanks	0	1**	0	0	1
NANA Development Corp.	Kotzebue	3	3	0	0	6
NANA Development Corp.	Anchorage	3	19*	5	10	37
Ambler Fuel	Ambler	0	1	0	0	1
Buckland Fuel	Buckland	1	0	0	0	1
Deering Fuel	Deering	1	0	0	0	1
Jade Mountain	Kotzebue	4	0	0	0	4
NANA Seafoods	Kotzebue	7	3	0	0	10
Nullagvik Hotel	Kotzebue	17*	14*	2	2	35
NANA Museum	Kotzebue	2	1	0	0	3
Arctic Caribou Inn	North Slope	4	1	2	0	7
Arctic Utilities, Inc.	North Slope	5	0	2	0	7
Purcell Services, Ltd.	(North Slope	7*	6	105	10	128
	(Anchorage					
NANA Oilfield Services	(North Slope	6**	9	20	5	40
	(Anchorage					
NANA-Marriott	Various	40*	36*	172	75	323
NANA DeLong Mountains	Red Dog	7	12	4	0	23
Transportation System	port site					
Alaska United Drilling	North Slope	47*	0	119	3	169

* Employment figures include descendants of NANA shareholders who do not presently hold NANA stock.

** Dormitory parent for NANA students at the University of Alaska.

Note: Employment figures listed above are not necessarily full-time or permanent. Village fuel employment is all part-time, while that associated with the NANA Museum is seasonal, as is some of that associated with the Nullagvik Hotel. Employment with NANA Seafoods is all seasonal and is not listed above, while figures listed above for Purcell Services, NANA Oilfield Services, NANA-Marriott and Alaska United Drilling is total employment through May 24, 1988 rather than average annual employment.

Source: NANA Regional Corporation.

the Juneau, Prince of Wales Island and Nome areas. This company was formerly active in the Red Dog mine project. Finally, NANA Development Corporation is involved in Alaska United Drilling, Inc., a joint venture with Veco, Inc., Bristol Bay Native Corporation and Sealaska, Inc., to provide drilling and well servicing operations on the North Slope.

Shareholder employment is a high priority of the NANA Regional Corporation and the company periodically sets objectives for shareholder hire not only for itself and NANA Development Corporation, but also for subsidiaries and joint venture operations.

The employment information shown in Table 5 was obtained from NANA and reflects employment by the parent corporation, subsidiaries and joint ventures as of May 24, 1988. As noted, these figures do not necessarily equate to average annual full-time employment.

B. MANIILAQ ASSOCIATION

The Maniilaq Association has its roots in the Northwest Alaska Native Association which was founded in 1966. In 1975, Maniilaq merged with the Kotzebue Area Health Corporation so that a broad range of health and social services programs to the villages of the NANA region (plus Point Hope) are provided from a single agency. Reflecting the consolidation of programs under one agency (with the Village Public Safety Officer program being a notable exception), Maniilaq had almost twice as many employees as any of the other regional non-profit corporations covered by this project.

Maniilaq is an important employer at its Kotzebue headquarters and in the villages which it serves. No employees are based outside the NANA region except at Point Hope (where the salaries of village health aides are supplemented by the North Slope Borough).

TABLE 6
1988 EMPLOYMENT
MANIILAQ ASSOCIATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Maniilaq Association	Kotzebue	23	105	18	32	178
	Ambler	0	2	0	0	2
	Buckland	1	5	0	0	6
	Deering	0	1	0	0	1
	Kiana	0	7	0	0	7
	Kivalina	0	4	0	0	4
	Noatak	1	11	0	0	12
	Noorvik	1	7	0	0	8
	Selawik	1	8	0	0	9
	Shungnak	0	3	0	0	3
	Siivuuniigvik					
	Camp	16	12	0	0	28
	TOTAL	43	165	18	32	258

Source: Maniilaq Association.

The above listing does not equate to average annual full-time employment as some employees are part-time, while those associated with the Siivuuniigvik Camp are seasonal. Nevertheless, it does show several significant features. Close to 70 percent (and probably more than 75 percent if the figures were converted to average annual full-time employment) of the jobs are based in Kotzebue, the regional center. Furthermore, approximately

three quarters (76.4 percent) of the jobs are held by females, with Alaska Native females alone accounting for 64 percent of the total. Finally, while non-Natives make up a significant proportion of employment with Maniilaq in Kotzebue, employment at the village level is exclusively Alaska Native.

C. KIKIKTAGRUK INUPIAT CORPORATION

The Kikiktagruk Inupiat Corporation is the only village corporation in the NANA region which did not merge with the regional corporation. It is headquartered in Kotzebue. According to its president (who was personally interviewed in Kotzebue while the contractor was in Kotzebue on unrelated business), the corporation had 1,952 shareholders in 1987, of whom approximately 1,200 lived in Kotzebue.

Kikiktagruk Inupiat Corporation and its subsidiary, Kotzebue Development Corporation, employed a total of 51 persons in 1988. Except for one employee of the parent corporation who is based in Anchorage, all employment with the parent corporation and its subsidiary is based in Kotzebue.

The parent corporation is primarily engaged in administrative and real estate activities. Included among the latter are ownership of a 29-unit and a 41-unit apartment complex in Kotzebue, plus ownership of the Eskimo Building (which houses the Post Office, Maniilaq Corporation, an electronic repair shop and KIC's offices) and the Alaska Commercial building. In

addition, the corporation leases lands to several agencies, such as the National Guard and the Department of Education, and is in the process of trading lands with the Indian Health Service for the new hospital site. Outside Kotzebue, KIC is the owner of Sunshine Plaza in downtown Anchorage and 3 acres in the Potter Marsh area outside Anchorage.

Kotzebue Development Corporation is the owner and manager of Hanson Trading Company, an asset which the corporation acquired in 1983. It is a general store, one of two major such stores in Kotzebue (the other is the Alaska Commercial Company).

TABLE 7
1988 EMPLOYMENT
KIKIKTAGRUK INUPIAT CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Kikiktagruk Inupiat Corp.	Kotzebue	9	2	1	0	12
Kikiktagruk Inupiat Corp.	Anchorage	0	0	1	0	1
Kotzebue Dev. Corp.	Kotzebue	11	17	7	3	38
<u>TOTAL</u>		<u>20</u>	<u>19</u>	<u>9</u>	<u>3</u>	<u>51</u>

Source: Kikiktagruk Inupiat Corporation.

An examination of employment by race and sex indicates that males outnumber females by a 75 percent to 25 percent margin in the parent corporation. However, female employment slightly outnumbers that of males at the Hanson Trading Company. By race, slightly more than three-quarters (76.5 percent) of all employment with KIC and its subsidiary is Alaska Native.

IV. BERING STRAITS REGION

Within the Bering Straits region, the Bering Straits Native Corporation, Kawerak, Inc. and the Sitnasuak Native Corporation were reviewed in terms of their importance as employers.

The Bering Straits Native Corporation has had serious financial problems in recent years which has resulted in a severe curtailment of its business activities. Although the corporation maintains offices in both Nome and Anchorage, it currently employs very few people. Unlike NANA, which is a major economic force in the Kotzebue area, Bering Straits plays a relatively minor role in the economy of the Nome region.

Kawerak, Inc. provides a wide range of social and economic programs to villages within the Bering Straits region. However, health services in the region are provided by the Norton Sound Health Corporation. In addition, the Nome Eskimo Community, an IRA (Indian Reorganization Act) government, provides some community-based employment and vocational education programs in Nome. All employment with Kawerak, Inc. is based within the Bering Straits region.

The Sitnasuak Native Corporation, like the Kikiktagruk Inupiat Corporation, is a relatively large village corporation. All of its investments are in the immediate Nome area.

A. BERING STRAITS NATIVE CORPORATION

The Bering Straits Native Corporation is headquartered in Nome, but also maintains a small office in Anchorage. According to its most recent annual report (1987), the Bering Straits Native Corporation has 6,167 shareholders, approximately 70 percent of whom are estimated to live within the region. There are 17 Native village corporations located within the Bering Straits Native Corporation region.

On March 5, 1986, the Bering Straits Native Corporation and its wholly owned subsidiary, Bering Straits Investment Company, filed in the U.S. Bankruptcy Court to reorganize under Chapter 11 of the Bankruptcy Code. However, the operating subsidiaries of Bering Straits Investment Company (Bering Straits Development Company and Grand Alaska Industries) have not filed for protection under Chapter 11. Grand Alaska Industries is currently inactive but Bering Straits Development Company is conducting its activities outside the jurisdiction of the Court. The Bering Straits Native Corporation's joint venture subsidiaries - Golden Glacier Inc., Bering Straits Drilling, Inc. and Cape Nome Quarry - are described by the Corporation as being semi-active.

Employment by the Bering Straits Regional Corporation currently accounts for 6 full-time jobs in Nome plus the president of the Corporation who is salaried but lives in Unalakleet. Another 2 full-time employees of the Corporation are based in Anchorage and the Bering Straits Development Company has an employee associated with its trailer court operations in

Valdez. A review of employment by race and sex indicates an even distribution of males and females. Within the Bering Straits region, however, Alaska Natives account for 6 of the 7 company employees. Outside the region, all corporation employees are presently non-Native.

TABLE 8
1988 EMPLOYMENT
BERING STRAITS NATIVE CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Bering Straits	Nome	2	3	1	0	6
Bering Straits	Unalakleet	1	0	0	0	1
Bering Straits	Anch.	0	0	1	1	2
Bering Straits Dev. Co.	Valdez	0	0	0	1	1
TOTAL		3	3	2	2	10

Source: Bering Straits Native Corporation.

A look at earlier levels of employment of the Bering Straits Regional Corporation in Nome undertaken by Impact Assessment, Inc. (January 1987) provides some indication of the declining fortunes of this regional corporation. Employment in the early 1980s was estimated at 22 persons, dropping to around 12 by the mid-1980s and to 8 in 1987.

B. KAWERAK, INC.

Kawerak, Inc. was incorporated in 1973 and was developed under the express authority and guidance of the Bering Straits Native Association. This

association consists of representatives from the region's IRA and traditional councils.

Kawerak's stated goal is to promote the social and economic welfare of Native people within the Bering Straits region. Currently, Kawerak operates the following programs: Eskimo Heritage Program, Reindeer Herders Association, Educational and Vocational Assistance, Housing, Natural Resources, Adult Basic Education, Tribal Operations and Rights Protection, Village Public Safety Officers, Head Start, JTPA, Social Services and Realty.

Kawerak is an important employer at its Nome headquarters as well as in the villages it serves. However, its role is a great deal smaller than that assumed by Maniilaq in the NANA region. The Norton Sound Health Corporation, which operates the Nome hospital and is responsible for a wide range of health and social service programs, has a greater number of employees than does Kawerak while the Bering Straits Regional Housing Authority is another (although smaller) independent regional entity.

All Kawerak employees are based inside the Bering Straits region, with 58 percent stationed in Nome itself. Close to 80 percent of Kawerak's Nome headquarters staff is female. However, at the village level, male employees slightly outnumber females, primarily because of the Village Public Safety Officer program. Overall, 64 percent of Kawerak employees in 1988 were female and 85 percent were Alaska Native.

The following breakdown of employment was provided by Kawerak:

TABLE 9

1988 EMPLOYMENT
KAWERAK, INC.

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Kawerak, Inc.	Nome					
Administration		1	3	0	0	4
Adult Basic Education		0	2	1	1	4
Accounting		0	5	0	0	5
Adult Vocational		0	2	0	0	2
Training/Direct						
Employment						
Headstart		2	4	0	4	10
Housing		1	0	0	0	1
JTPA		0	3	0	0	3
Natural Resources		1	0	0	0	1
Reindeer Herders		1	2	0	0	3
Social Services		0	4	0	2	6
Tribal Operations		0	3	1	0	4
Village Public Safety		0	1	0	0	1
Officer Program						
Realty		1	1	1	0	3
<u>Sub-Total</u>		<u>7</u>	<u>30</u>	<u>3</u>	<u>7</u>	<u>47</u>
Kawerak, Inc.	Villages					
Adult Basic Education		1	5	1	0	7
Headstart		3	9	0	0	12
Village Public Safety		13	1	1	0	15
Officer Program						
<u>Sub-Total</u>		<u>17</u>	<u>15</u>	<u>2</u>	<u>0</u>	<u>34</u>
<u>TOTAL</u>		<u>24</u>	<u>45</u>	<u>5</u>	<u>7</u>	<u>81</u>

Source: Kawerak, Inc.

C. SITNASUAK NATIVE CORPORATION

Sitnasuak Native Corporation was incorporated February 9, 1973 under terms of the Alaska Native Claims Settlement Act of 1971. It is the village corporation for Alaska Natives enrolled to Nome and is headquartered in that community. According to the Corporation's executive director, Sitnasuak currently has approximately 2,200 stockholders, of whom close to 60 percent live outside Nome.

The Corporation directly employs 10 full-time employees (including one person added since a May 1988 count by Kevin Waring Associates) and 1 part-time person, plus another 15 full-time employees in companies operated by the Corporation's wholly owned subsidiary, Nome Native Community Enterprises, Inc. All of these businesses are located in Nome. A current (June 1988) breakdown of employment by race and sex is as follows:

TABLE 10
1988 EMPLOYMENT
SITNASUAK NATIVE CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Sitnasuak Nat. Corp.	Nome	3.5	4.0	3.0	0.0	10.5
Sitnasuak Operations Center	Nome	0.0	2.0	0.0	0.0	2.0
Bonanza Garage	Nome	1.0	0.0	1.0	0.0	2.0
Bonanza Gas Station	Nome	4.0	0.0	2.0	0.0	6.0
Country Store	Nome	2.0	1.0	2.0	0.0	5.0
TOTAL		10.5	7.0	8.0	0.0	25.5

Source: Sitnasuak Native Corporation, June 1988.

A review of employment by race and sex indicates that almost 70 percent of the corporation's employees are Alaska Native, while a similar but slightly higher proportion (72.5 percent) of all corporation employees are male. All non-Native employees are male.

V. BETHEL REGION

Here, the Calista Corporation, the Association of Village Council Presidents, Inc. (AVCP) and the Alakanuk Native Corporation were examined to determine their significance as employers within and outside the Bethel region.

Although it has the largest Native population of Alaska's twelve ANCSA regions, the Bethel region is also the most economically disadvantaged. Undoubtedly, this has been a factor in decisions taken by Calista to concentrate its investments (and employment) in areas outside its home region.

By contrast, the program delivery activities of the AVCP are necessarily concentrated within the Bethel region. The only village corporation examined in this region, Alakanuk Natives, was also a locally significant employer.

A. CALISTA CORPORATION

The Calista Corporation incorporated on June 1, 1972 and is headquartered in Anchorage. With 56 member villages, Calista has the largest enrollment of any of the twelve Alaska-based regional Native corporations. According to Calista personnel, the corporation had 13,306 shareholders at the time of passage of the Alaska Native Claims Settlement Act and as of March 31,

1988 had 12,459 voting shareholders. Not more than 2,000 current shareholders are believed to live outside Alaska.

The record of the Calista Corporation's development projects has, for the most part, been disappointing. Over the years, the Corporation has been involved in a number of different enterprises, the largest of which was the Sheraton Anchorage Hotel. However, this venture was sold to a South Korean corporation in July 1988.

Table 11 represents full-time permanent employment by Calista and its subsidiaries as of September 1988. In addition, Calista Sea Foods, Inc. employs seasonal cannery workers in its surimi seafood processing plant. Some of these seasonal workers are Alaska Native as the company has actively recruited for employees in Alaska. Similarly, Calista Well Services, Inc. is involved in a joint venture operation on the North Slope which currently (September 1988) employs 3 Calista shareholders in its seasonal drilling activities.

It is noteworthy that the Calista Corporation currently has no employees within the Calista region. Although this has not always been the case, Calista has historically been involved in few investments in its home area. As of September 1 1988, a majority of employees of the parent corporation (57 percent) were Alaska Native, although one-quarter of the Alaska Natives employed were actually enrolled to other regional corporations. Three-quarters of the Alaska Natives employed with the parent corporation were female.

TABLE 11
1988 EMPLOYMENT
CALISTA CORPORATION AND SUBSIDIARIES

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Calista Corporation	Anchorage	3	9	5	4	21
Stewart Title of Alaska	Anchorage	2	0	2	14	18
Stewart Title of Alaska	Fairbanks	0	0	2	8	10
Calista Well Services, Inc.	Anchorage	1	0	0	0	1*
Calista Sea Foods, Inc.	Olympia, Wa.	0	0	10	3	13*
<u>TOTAL</u>		<u>6</u>	<u>9</u>	<u>19</u>	<u>29</u>	<u>63</u>

* Excludes seasonal drilling and cannery workers.

Source: Calista Corporation, September 1988.

Calista's major subsidiary is presently Stewart Title of Alaska, a title insurance company with offices in Anchorage and Fairbanks. All but two of this company's current (September 1988) employees are non-Native, with 22 of the total of 28 employees being female. The management of Calista Sea Foods, Inc. is exclusively non-Native and primarily (10 out of 13 positions) male, while management of Calista Well Services, Inc. includes a Native male who is also a Calista employee and a Native male who is a consultant to Calista. Both Calista Sea Foods and Calista Well Services have seasonal employees, some of whom are Alaska Natives.

B. ASSOCIATION OF VILLAGE COUNCIL PRESIDENTS, INC.

The Association of Village Council Presidents (AVCP) is one of the primary regional non-profit corporations in the Bethel region. However, health services to the region are delivered by another provider, the Yukon-Kuskokwim Health Corporation, while housing programs are administered through the AVCP Housing Authority.

AVCP has 56 member villages in the Yukon-Kuskokwim region and has by far the largest membership (although not the greatest number of employees) of the regional non-profit corporations. At the village level, AVCP maintains field offices in Mountain Village and Toksook Bay; operates Head Start programs in Akiachak, Kotlik, Pilot Station and Tununak; and has Village Public Safety Officers in close to half of its member villages. All told, AVCP currently operates in excess of 20 different programs, including the whole realm of Bureau of Indian Affairs programs plus a potpourri of others subcontracted by federal and State agencies.

The following list of employees was provided by AVCP. It does not include a summer youth program funded through JTPA which provides temporary employment during a 3 month period in approximately half of AVCP's villages.

A look at the composition of employment by AVCP indicates that Alaska Natives accounted for a very high (96.9 percent) proportion of employees. Males (62.3 percent) also outnumbered females, although this is primarily a

result of the Village Public Safety Officer Program which is overwhelmingly dominated by Alaska Native males. Over two-thirds of all employment listed by AVCP in 1988 was based in Bethel.

TABLE 12
1988 EMPLOYMENT
ASSOCIATION OF VILLAGE COUNCIL PRESIDENTS

<u>Corporation</u>	<u>Location</u>	<u>1988 Employment</u>				<u>Total</u>
		<u>Alaska Native</u>	<u>Male Female</u>	<u>Non-Native</u>	<u>Male Female</u>	
AVCP	Bethel	51	37	1	0	89
	Akiachak	1	3	0	0	4
	Alakanuk	1	0	0	0	1
	Aniak	1	0	0	0	1
	Chefornak	1	0	0	0	1
	Chevak	1	0	0	0	1
	Crooked Creek	0	0	1	0	1
	Eek	1	0	0	0	1
	Emmonak	1	0	0	0	1
	Hooper Bay	0	1	0	0	1
	Kongiganak	1	0	0	0	1
	Kotlik	3	2	0	0	5
	Kwethluk	1	0	0	0	1
	Kwigillingok	1	0	0	0	1
	Lower Kalskag	1	0	0	0	1
	Marshall	0	0	1	0	1
	Mekoryuk	1	0	0	0	1
	Mountain Village	1	0	1	0	2
	Napakiak	1	0	0	0	1
	Napaskiak	1	0	0	0	1
	Pilot Station	1	3	0	0	4
	Quinhagak	1	0	0	0	1
	Scammon Bay	1	0	0	0	1
	Toksook Bay	2	0	0	0	2
	Tuntutuliak	1	0	0	0	1
	Tununak	1	3	0	0	4
	Upper Kalskag	1	0	0	0	1
	<u>TOTAL</u>	<u>77</u>	<u>49</u>	<u>4</u>	<u>0</u>	<u>130</u>

Source: Association of Village Council Presidents.

C. ALAKANUK NATIVE CORPORATION

The Alakanuk Native Corporation is based in Alakanuk. According to the Corporation, it has 483 shareholders (although it listed 72 of them as deceased). Reportedly, 298 shareholders currently live in Alakanuk.

All told, the Alakanuk Native Corporation was said to employ 16 persons in 1988, only one of them non-Native. Four persons, including a non-Native male, work in the Corporation's Alakanuk office. Another 6 persons, all of them Native and four of them female, are employed at the Corporation's Alakanuk Store. Finally, six Native males are employed as fishermen on the Corporation's boat, the Yukon Star. This vessel is involved in the Yukon River salmon fishery during the summer season and was active in bottomfishing in the Aleutians area in September 1988.

TABLE 13
1988 EMPLOYMENT
ALAKANUK NATIVE CORPORATION

<u>Corporation</u>	<u>Location</u>	<u>1988 Employment</u>				<u>Total</u>
		<u>Alaska Native</u>	<u>Male Female</u>	<u>Non-Native</u>	<u>Male Female</u>	
Alakanuk Native Corporation	Alakanuk	2	1	1	0	4
Alakanuk Native Store		2	4	0	0	6
Yupik Star Fisheries		6	0	0	0	6
<u>TOTAL</u>		<u>10</u>	<u>5</u>	<u>1</u>	<u>0</u>	<u>16</u>

Source: Alakanuk Native Corporation.

VI. BRISTOL BAY REGION

For the Bristol Bay region, the Bristol Bay Native Corporation, the Bristol Bay Native Association and two village corporations, Choggiung Ltd. and Togiak Natives, Ltd., were examined in terms of the level and composition of employment.

Although the regional corporation was heavily involved in the Bristol Bay region in the past (e.g. it previously owned Peter Pan Seafoods), this is no longer the case. Furthermore, unlike the Arctic Slope Regional Corporation or NANA, the Bristol Bay Regional Corporation currently has a relatively simple corporate structure. On the other hand, it does not have the severe financial problems facing Bering Straits or Calista or, to a lesser extent, the Aleut Corporation.

The Bristol Bay Native Association delivers a number of education, social and economic programs, as well as being responsible for the Village Public Safety Officer program. However, it is not responsible for the delivery of health care services.

Choggiung Ltd. is somewhat unusual in that it is a village corporation representing four villages (Dillingham, Ekuk, New Stuyahok and Portage Creek), while Togiak Natives, Ltd. represents the interests of a single village.

A. BRISTOL BAY NATIVE CORPORATION

The Bristol Bay Native Corporation is headquartered in Anchorage. It does not maintain an office in the Bristol Bay area. According to its most recent annual report (1987), the Bristol Bay Native Corporation has approximately 5,300 shareholders, approximately 60 percent of whom live within the Bristol Bay region. The Corporation is entitled to receive approximately 3 million acres of subsurface estate within the region. There are 29 Native village corporations located within the Bristol Bay Native Corporation region.

The Bristol Bay Native Corporation currently has little direct involvement in economic activities in the Bristol Bay region. The company's largest single investment, the Anchorage Hilton hotel, is operated through a wholly owned subsidiary, the Bristol Bay Corporation. Another wholly owned subsidiary, Pacific Food Products, Inc., oversees the operations of Tyrrell's, Inc., a pet food manufacturer located in Seattle. Through yet another wholly owned subsidiary, Bristol Resources, Inc., the Bristol Bay Native Corporation is involved in Alaska United Drilling, Inc., a joint venture with Veco, Inc., NANA Development Corporation and Sealaska, Inc., to provide drilling and well servicing operations on the North Slope.

An analysis of the composition of employment indicates a relatively even distribution between males and females and between Natives and non-Natives for the parent corporation. No breakdown of employment by race or sex was

provided by the Anchorage Hilton although the hotel does employ a number of Alaska Natives. Finally, Tyrell's primarily employs non-Native males.

TABLE 14
1988 EMPLOYMENT
BRISTOL BAY NATIVE CORPORATION

<u>Corporation</u>	<u>Location</u>	<u>1988 Employment</u>				<u>Total</u>
		<u>Alaska Native</u>	<u>Male Female</u>	<u>Non-Native</u>	<u>Male Female</u>	
BBNC	Anchorage	3	5	5	4	17
Bristol Corp.	Anchorage					350*
Tyrells, Inc.	Seattle	1	0	35	9	45
<u>TOTAL</u>		<u>4</u>	<u>5</u>	<u>40</u>	<u>13</u>	<u>412</u>

* Average employment figure for the Anchorage Hilton.

Sources: Bristol Bay Native Corporation.
Anchorage Hilton.
Tyrells, Inc.

B. BRISTOL BAY NATIVE ASSOCIATION

The Bristol Bay Native Association is an Alaska Native regional non-profit corporation which is headquartered in Dillingham. It was incorporated in 1973 to provide programs of a social, educational, economic, artistic and scientific nature. Its board of directors consists of representatives from the Traditional Councils of the 30 villages of the region.

The goal of the Bristol Bay Native Association is "to promote the social and economic wellbeing of the people of the region by ensuring that

TABLE 15
1988 EMPLOYMENT
BRISTOL BAY NATIVE ASSOCIATION

Corporation	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
BBNA	Dillingham	4	15	3	2	24
	Aleknagik	1	0	0	0	1
	Chignik Bay	0	0	1	0	1
	Chignik Lake	1	0	0	0	1
	Clark's Point	0	0	1	0	1
	Egegik	0	0	1	0	1
	Ekwok	2	1	1	0	4
	Kokhanok	0	2	0	0	2
	Koliganek	1	2	0	0	3
	Levelock	1	2	0	0	3
	Manokotak	2	1	0	0	3
	Naknek	0	3	0	0	3
	Newhalen	1	1	0	0	2
	New Stuyahok	2	1	0	0	3
	Nondalton	1	2	1	0	4
	Pedro Bay	0	1	0	0	1
	Port Heiden	0	0	1	0	1
	South Naknek	0	3	0	0	3
	Togiak	3	3	0	0	6
	Twin Hills	1	2	0	0	3
	TOTAL		20	39	9	2

Source: Bristol Bay Native Association.

available resources reach its residents and that programs are developed that will meet their needs." To this end, the Association currently administers the following programs: Elderly Services; Human Services (Indian Child Welfare Program, Respite Care Program, Social Services, Family Violence Program); Infant Learning Program; Community Services Block Grant; Tribal Operations; Realty; Employment and Training; Summer Youth Employment Training Program; Higher Education; Economic Development; Village Public Safety Officer Program; Fisheries; and Adult Basic

Education. It is not responsible for health care services which are provided through the Bristol Bay Area Health Corporation.

A review of 1988 employment figures provided by the Bristol Bay Native Association indicates that close to 85 percent were Alaska Native. Females outnumbered males, particularly at the Dillingham headquarters. All employees of the Bristol Bay Native Association are based within the Bristol Bay region.

C. CHOGGIUNG LTD.

Choggiung Ltd. is a village corporation whose shareholders include not only Dillingham but also the villages of Ekuik, New Stuyahok and Portage Creek as the four communities merged their interests to form a single corporation. According to the corporation president, Choggiung currently has 1,031 shareholders, of whom approximately 600 live in Dillingham. Of those living outside the four member communities, the greatest number (150 to 200) live in Anchorage.

Choggiung Ltd. employs 9 persons in its central office in Dillingham, all but one of whom are female. The company also has four subsidiaries, Quvaq (a hotel with a restaurant and bar), Dillingham Cablevision (a cable TV company), Nuna (a heavy equipment company) and Choggiung General Contractors (a construction company). Total employment by the parent company, Dillingham Cablevision and Nuna is relatively stable. However, employment in the hotel/restaurant/bar is highly seasonal. For example,

employment in the restaurant alone varies between 13 and 30 people. Similarly, employment by Choggiung General Contractors varies depending on the company's success in obtaining contracts. At the present time, the company is working on a major construction contract and employs close to 25 persons.

According to the corporation president, approximately 40 percent of current Choggiung (and subsidiaries) employees are Alaska Native. However, the same source estimated that when non-Natives married to Alaska Natives are included, the proportion of employees bringing monies to Native homes is closer to 52 percent.

TABLE 16

1988 EMPLOYMENT
CHOGGIUNG LTD.

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Choggiung, Ltd.						9
Quvaq						20*
Dillingham Cablevision						2
Choggiung General Contractors						25**
Nuna						2
TOTAL						58

* Estimated annual average employment.

** Employment as of September 1988.

Source: Choggiung, Ltd.

D. TOGIAK NATIVES, LTD.

Togiak Natives, Ltd. was incorporated under terms of the Alaska Native Claims Settlement Act of 1971. The Corporation is headquartered in Togiak. According to its manager, the Corporation has approximately 425 shareholders, of whom close to 95 percent live in Togiak.

Togiak Natives, Ltd. directly employs 2 persons (including the manager who is hired on a contractual basis). In addition, its wholly owned subsidiary, Our Store, Inc., employs an annual average of 12 full-time persons and another 6 persons on a half-time basis. All of these employees are based in Togiak. Except for the manager, all Corporation employees are shareholders and almost all are females.

TABLE 17
1988 EMPLOYMENT
TOGIAK NATIVES, LTD.

<u>Corporation/Subsidiary</u>	<u>Location</u>	<u>1988 Employment</u>				<u>Total</u>
		<u>Alaska Native</u>		<u>Non-Native</u>		
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	
Togiak Natives, Ltd.	Togiak	0	1	1*	0	2
Our Store, Inc.	Togiak	2	13	0	0	15**
<u>TOTAL</u>		<u>2</u>	<u>14</u>	<u>1</u>	<u>0</u>	<u>17</u>

* Corporation manager is a non-Native male hired on contract.

** Figures include an annual average of 12 full-time persons employed by Our Store, Inc., plus 6 Alaska Native females who are employed on a part-time (approximately half-time) basis.

Source: Togiak Natives, Ltd.

Our Store, Inc. is a corporation which provides a wide range of general merchandise, plus lumber, stove oil, gasoline and other petroleum products. It is also the local agent for Suzuki products and Arctic Cat snowmachines. According to the Corporation's manager, Our Store, Inc. currently realizes close to \$2 million in gross sales revenue per year and has an annual payroll of about \$150,000.

In addition to direct employment, Togiak Natives, Ltd. also has investments in other activities. Most notably, the Corporation is a part-owner of United Utilities, a company which provides telephone service not only to Togiak and nearby Twin Hills but also to a large number of other small communities, most of them located in Southwest and Interior Alaska.

VII. ALEUTIANS REGION

In the Aleutians region, the employment characteristics of the Aleut Corporation, the Aleutian-Pribilof Island Association, and three village corporations, the Ounalashka Corporation, the Chaluka Corporation and the Tanadgusix Corporation, were examined.

While the Aleut Corporation had significant involvement in businesses located within its region in the past, this is not currently the case except for land exchange and mineral exploration projects. Like the Bristol Bay Native Corporation and the Calista Corporation, the Aleut Corporation does not maintain offices within its own region. Furthermore, of the six regional corporations examined as part of this project, only Bering Straits had fewer employees. However, the Aleut Corporation does not share the severe financial difficulties currently faced by Bering Straits.

The Aleutian-Pribilof Island Association is headquartered in Anchorage. While it is the only regional non-profit examined which is based outside its region, such arrangements are not unusual for organizations serving the Aleutians.

The three village corporations examined in this region, Ounalashka, Chaluka and Tanadgusix, are all locally based organizations, although Tanadgusix (St. Paul) also maintains an Anchorage office.

A. ALEUT CORPORATION

The Aleut Corporation was incorporated on June 20, 1972 as one of the twelve original regional corporations established under terms of the Alaska Native Claims Settlement Act of 1971. It is headquartered in Anchorage and maintains no office within the Aleutian region itself. According to its most recent annual report (1987), the Aleut Corporation has over 3,200 shareholders, approximately one-third of whom live within the region, with another one-third living elsewhere in Alaska and the remaining one-third living outside the State. There are 13 Native village corporations located within the Aleut Corporation region.

TABLE 18
1988 EMPLOYMENT
ALEUT CORPORATION

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Aleut Corporation	Anchorage	2	2	3	4	11
Aleut Corporation	San Diego	1	0	0	0	1
TOTAL		3	2	3	4	12

Source: Aleut Corporation.

In earlier years, the Aleut Corporation had several subsidiaries which were involved in projects in its region, particularly in the fishing and transportation industries and in the servicing of oil and gas exploration activities. However, these subsidiaries have now either been sold or disbanded or are inactive. The Corporation is involved in a real estate

limited partnership in California which owns commercial property in Irvine, California and has also acquired limited partnership interests in oil and gas wells. In addition, the Corporation owns an apartment complex in San Diego which currently employs one person.

Aside from real estate holdings in Anchorage (including the office complex in which the Corporation's offices are located) the Matanuska Valley and California, the Aleut Corporation is presently actively pursuing several land-related projects. The Corporation is a member of the Native Lands Group (a limited partnership which also includes Cook Inlet Region, Inc. and 11 villages in Southcentral (3) and Southwest (8) Alaska, which proposes to exchange Native corporation lands within national wildlife refuges for lands on the coastal plain of the Arctic National Wildlife Refuge. The Aleut Corporation is also pursuing similar land exchanges for Arctic National Wildlife Refuge acreage on an independent basis. Within its region, the Aleut Corporation is actively promoting mineral exploration of its lands. For example, the Battle Mountain Gold Company is currently undertaking a reconnaissance of the South Alaska Peninsula/Shumagin Islands area.

The Aleut Corporation will shortly receive an infusion of capital as a result of passage of the Aleut Reparations bill by the U.S. Congress. That legislation authorizes the appropriation of approximately \$15 million to the Corporation for the loss of Attu Island. The Corporation presently plans to retire its debt with these funds and to place much of the remainder into a permanent fund.

A review of 1988 employment with the Aleut Corporation indicates that the company presently has few employees, that none are based within the Aleutian region and that the number of non-Native employees slightly outnumbers that of Alaska Natives.

B. ALEUTIAN-PRIBILOF ISLAND ASSOCIATION, INC.

The Aleutian-Pribilof Island Association (APIA) is based in Anchorage. It is the only regional Native non-profit organization studied which is headquartered outside its own region. However, such arrangements are typical of the Aleutians region because of high transportation costs and the lack of a single dominant community.

Similar to the other regional non-profit corporations, APIA provides a mix of health, community service (Village Public Safety Officer) and education programs to its region, with field staff based in nine communities aside from Anchorage. Another regional non-profit organization, the Aleutian Housing Authority, operates independently of APIA.

A review of APIA employment characteristics indicates a high proportion of females (73 percent). In addition, a relatively high proportion of employees (39 percent) are non-Native, with non-Natives outnumbering Alaska Natives at the Aleutian-Pribilof Island Association's Anchorage headquarters.

TABLE 19
1988 EMPLOYMENT
ALEUTIAN-PRIBILOF ISLAND ASSOCIATION, INC.

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
APIA	Anchorage	1	7	3	8	19
	Akutan	1	1	0	0	2
	Atka	2	3	0	0	5
	False Pass	0	3	1	0	4
	King Cove	0	2	1	0	3
	Nikolski	0	2	0	0	2
	St. George	0	0	1	0	1
	St. Paul	1	4	1	0	6
	Sand Point	0	2	0	1	3
	Unalaska	0	1	1	2	4
TOTAL		5	25	8	11	49

Source: Aleutian-Pribilof Island Association.

C. CHALUKA CORPORATION

The Chaluka Corporation is the ANCSA village corporation for Nikolski, one of the smallest (about 70 shareholders) village corporations in the Aleut region. The activities of the Chaluka Corporation are modest and currently employ 2 persons, both of them male Alaska Natives, on less than a full-time basis.

The only business in which the corporation is currently involved is the sheep ranch on the island which it purchased from its former owner. The Corporation hires additional people seasonally, mainly in the spring to work on the ranch in shearing and related activities.

D. OUNALASHKA CORPORATION

The Ounalashka Corporation is headquartered in Unalaska. According to its president, the Corporation has a total of 269 shareholders, of whom 170 live in the immediate Unalaska/Dutch Harbor area.

The Ounalashka Corporation currently employs a total of 14 persons on a permanent basis, all of them located in Unalaska. Ten of the 14 full-time employees are Alaska Native, while the number of males and female employees are evenly divided. An additional 2 to 10 persons are temporarily employed locally on a seasonal basis in the Corporation's real estate operations. According to the Corporation president, seasonal employees vary from year to year in terms of their ethnic and gender affiliations.

TABLE 20

1988 EMPLOYMENT
OUNALASHKA CORPORATION

<u>Corporation/Subsidiary</u>	<u>Location</u>	<u>1988 Employment</u>				<u>Total</u>
		<u>Alaska Native</u>		<u>Non-Native</u>		
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	
Ounalashka Corporation	Unalaska	4	6	3	1	14
<u>TOTAL</u>		<u>4</u>	<u>6</u>	<u>3</u>	<u>1</u>	<u>14</u>

Source: Ounalashka Corporation.

The Ounalashka Corporation describes itself as a real estate and development company, with its main emphasis being the long term leasing of land in Unalaska. The Corporation has two subsidiaries described by the President

as "paper" companies, the Dutch Harbor Development Company and the Aleutian Development Company, which hold land in the Unalaska/Dutch Harbor and Anchorage areas respectively. Neither of these companies has any employees.

E. TANADGUSIX CORPORATION

The Tanadgusix Corporation is headquartered in St. Paul and also maintains a small office in Anchorage. The 1985 annual report of the Aleut Corporation lists a total of 542 shareholders for the Tanadgusix Corporation. According to Corporation officers, almost all of its shareholders live on St. Paul Island.

The Tanadgusix Corporation has a permanent staff of 10 persons, 7 based in St. Paul and the remaining 3 in Anchorage. In addition, the Corporation employs another 14 people seasonally (between the end of May and the end of August) in its hotel and restaurant operations on St. Paul Island.

A review of corporate employment by race and sex indicates that almost all employees in 1988 (23 out of 24) were Alaska Native. The total number of Native females employed was almost double that of males. However, the difference was in seasonal hotel and restaurant employment, with the number of permanently employed Native males slightly exceeding that of Native females.

TABLE 21

**1988 EMPLOYMENT
TANADGUSIX CORPORATION**

Corporation/Subsidiary	Location	1988 Employment				Total
		Alaska Native		Non-Native		
		Male	Female	Male	Female	
Tanadgusix Corporation	St. Paul	5	2	0	0	7
Tanadgusix Corporation	Anchorage	0	2	1	0	3
Tanadgusix Corp. hotel	St. Paul	1*	6*	0	0	7*
Tanadgusix Corp. - restaurant	St. Paul	2*	5*	0	0	7*
<u>TOTAL</u>		<u>8</u>	<u>15</u>	<u>1</u>	<u>0</u>	<u>24</u>

* Seasonal employees (3 months per year). An additional seasonal employee works on a relief basis for 12 hours per week.

Source: Tanadgusix Corporation.

As the Nation's principal conservation agency, the Department of the Interior has responsibility for most of our nationally owned public lands and natural resources. This includes fostering the wisest use of our land and water resources, protecting our fish and wildlife, preserving the environmental and cultural values of our national parks and historical places, and providing for the enjoyment of life through outdoor recreation. The Department assesses our energy and mineral resources and works to assure that their development is in the best interest of all our people. The Department also has a major responsibility for American Indian reservation communities and for people who live in Island Territories under U.S. Administration.



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